

## ARTICLE VII – FRINGE BENEFITS

- A. The monthly fringe benefit District maximum contribution for medical, dental, vision, and other benefit options are listed in Appendix H.

Same sex domestic partners as specified in California Family Code Section 297 shall be eligible for health benefits, subject to qualification requirements affecting other unit members and approval of the District health benefit providers.

- B. The fringe benefit District allocation shall increase each year by the same percentage increase as the District receives in its unrestricted deficit adjusted Base Revenue Limit cost of living adjustment for that school year, not to exceed the cost of lowest family coverage offered by the District to unit members. In the event the cost of living adjustment is set at different levels for different programs, the District and the Association shall meet to determine the fringe benefit allocation. For example, if the District received an unrestricted deficit adjusted Base Revenue Limit cost of living adjustment of 2%, the District allocation will increase by 2% or the cost of lowest family coverage, whichever figure is less.
- C. A unit member covered by a job-sharing agreement with the District, or a unit member working less than full-time, shall each receive health and welfare benefits on a pro-rata basis.
- D. A unit member who works a complete school year shall have health insurance provided for him/her from October 1<sup>st</sup> through September 30<sup>th</sup> of the following year. Unit members who are employed after the general enrollment period in September must enroll, and request coverage for their dependents, if any, before the first of the month following their date of employment.
- E. In the case of a unit member's resignation, retirement, or discharge during the school year, his/her health and welfare benefit allocation shall continue during the calendar month following the month his/her employment with the District terminates, provided he/she has been in a paid status for eleven days during his/her final month of employment. Should he/she have been in a paid status for fewer than eleven days during his/her final month of employment, his/her allocation shall continue only through the month of his/her termination.
- F. Unit members on approved leaves of absence may continue coverage under one of the District's health insurance plans at their own expense, provided the premiums for such coverage are paid in advance with the first half of the yearly premium due in the District's Business Office on or before October 1<sup>st</sup> and the second half on or before March 1<sup>st</sup>.
- G. A unit member 55 years of age or older who retires after at least twenty years of active service in the District shall be eligible for two-party coverage in a District-approved health insurance plan in accordance with the provisions of the District Policy 4154.
- Changes in Policy 4154 which could prospectively affect such a retired unit member shall not take effect until after the Association has been notified in writing of such changes.
- H. The District shall explain the benefits, and provide copies of Sections 7000 through 7003 of the California Education Code to any unit member upon request, or upon notice of his intent to retire. It shall do the same for the surviving spouse/domestic partner of a unit member.
- I. The Association agrees to participate in the Internal Revenue Code Section 125 Flexible Benefits program.
- J. The Association shall have two members on the fringe benefit committee, which will meet on an ongoing basis throughout the year. The benefit package selection shall be determined using Interest Based Problem Solving.